

Allegheny-Clarion Valley School District

Superintendent's Contract Objective Performance Standards

2017-2018 School Year

David McDeavitt

Changes were made to section 1072 (PA School Code) when amendments were made to act 82 and act 114 of 2012, these changes now require superintendents to have a contract, be evaluated each year, have an up-to-date job description, and objective performance standards.

1073.1. Performance Review

(a) In addition to any other requirements provided for under this act, the employment contract for a district superintendent or assistant district superintendent shall include objective performance standards mutually agreed to in writing by the board of school directors and the district superintendent or assistant district superintendent.

The objective performance standards may be based upon the following:

- (1) achievement of annual measurable objectives established by the school district;
- (2) achievement on Pennsylvania System of School Assessment (PSSA) tests;
- (3) achievement on Keystone Exams;
- (4) student growth as measured by the Pennsylvania Value Added Assessment System;
- (5) attrition rates or grates;
- (6) financial management standards;
- (7) standards of operational excellence; or
- (8) **any additional criteria deemed relevant and mutually agreed to by the board of school directors and the district superintendent or assistant district superintendent.**

(b.1) The board of school directors shall post the mutually agreed to objective performance standards contained in the contract on the school district's publicly accessible Internet website. Upon completion of the annual performance assessment, the board of school directors shall post the date of the assessment and whether or not the district superintendent and assistant district superintendent have met the agreed to objective performance standards on the school district's publicly accessible Internet website.

Allegheny-Clarion Valley School District

Objective Performance Standards 2017 – 2018 school year

Objective Performance Standard #1

Organizational Leadership

The superintendent will focus all efforts on improving the overall educational system by continually working with all stakeholders to ensure that 100% of the students receive an appropriate education and are college and/or career ready.

- Superintendent works collaboratively with the Board to sustain the vision for the District
- Displays an ability to identify and rectify problems impacting the District
- Works collaboratively with District administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, and works to influence the climate and culture of the District

Evidence:

- Systematically and fairly recognizes and celebrates accomplishments of staff and students
- Oversees the evaluation of staff and creates a system that prioritizes the needs of staff in terms of professional development leading to improved student learning
- Delegates appropriately to encourage the empowerment of staff

End of Year Evaluation: Objective Performance Standard #1

Met the objective performance standard #1

(yes) (no)

Objective Performance Standard #2

Comprehensive Planning Process

The Superintendent will incorporate the staff, community, and school board during the comprehensive planning process. The Superintendent will be responsible for oversight of this process by developing timeline, meeting schedule, advertisements/communication, surveys, and the completion and submission of the comprehensive plan to PDE by November 30, 2018.

- Timeline
- Meeting Schedules
- Postings: newspaper, webpage, email, and schoolmessenger
- Develop and distribute student, staff, and community surveys
- Plan Completion
- Approved by the A-C Valley School Board
- Public display for 30 days
- Submission to PDE

End of Year Evaluation: Objective Performance Standard #2

Met the objective performance standards

(yes) (no)

Date: June 30, 2018

School Board President: Robert McQueen
Superintendent: Dale A. A. A.